

Bullying Policy

Westley Campus

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Document Change History

Version	Date	Change Details
1	March 2020	1st Issue –P Moore

This policy is reviewed every 3 years by the Finance, Audit & Personnel Committee

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1 Policy Objectives

- 1.1 This policy outlines what Westley will do to prevent and tackle all forms of bullying.
- 1.2 The policy has been adopted with the involvement of the whole school community.
- 1.3 Westley is committed to developing an anti-bullying culture where the bullying of children, young people or adults is not tolerated in any form.

2 Links with other school policies and practices

- 2.1 This policy links with several school policies, practices and action plans including:
 - Complaints Policy
 - Child Protection Policy
 - Confidentiality Policy
 - Online Safety and Acceptable Use Policies
 - Mobile Phone and Social Media Policies
 - Behaviour Policy

3 Responsibilities

- 3.1 It is the responsibility of:
 - The Head of School – to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
 - Governors – to take a role in monitoring and reviewing this policy.
 - All Staff – including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
 - Parents/Carers – to support their children and work in partnership with the school.
 - Pupils – to abide by this policy.

4 Definition of bullying

- 4.1 Bullying can be defined as “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017).

- 4.2 Bullying can include name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can also include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps and sending offensive or degrading photos or videos.
- 4.3 Bullying is recognised by the school as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

5 School Ethos

- 5.1 Westley community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals: it can create a barrier to learning and have serious consequences for mental wellbeing.
- 5.2 By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

6 Responding to Bullying

- 6.1 The following steps may be taken when dealing with all incidents of bullying reported to the school:
- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
 - The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making as appropriate.
 - The DSL will be informed of all bullying issues where there are safeguarding concerns.
 - The school will speak with and inform other staff members where appropriate.
 - The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.

- Sanctions, as identified within the school behaviour policy, and support will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.
- Where bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required the DSL will collaborate with other schools.
- Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.
- A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

7 Cyberbullying

7.1 When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
 - Looking at use of the school systems;
 - Identifying and interviewing possible witnesses;
 - Contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
 - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content;
 - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law.

- Requesting the deletion of locally-held content and posted online if they contravene school behaviour policies.

8 Sanctions

8.1 The school will ensure that sanctions are applied to the person responsible for the bullying. In addition:

- The school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.
- Provide information and training to staff and pupils regarding steps they can take to protect themselves online.